



DEPARTMENT OF THE ARMY
UNITED STATES ARMY
NORTH ATLANTIC TREATY ORGANIZATION
APO AE 09705

REPLY TO
ATTENTION OF

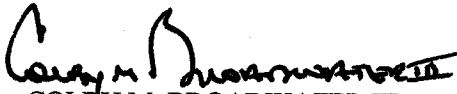
ACCT-CG

2 November 2001

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Commander's Policy On Equal Opportunity

1. The Equal Opportunity Program provides for the just treatment of everyone. By treating our civilians, soldiers, and family members with dignity and respect, we will improve mission effectiveness, cohesion, and readiness. Every member of this command will provide equal opportunity and fair treatment for military personnel, family members, and Department of the Army civilians without regard to race, color, religion, gender, and national origin. We will abide by this standard in working, living, and recreational environments, both on and off post, and during both duty and non-duty hours. We cannot and will not tolerate any discrimination in this command.
2. All members of this command will contribute to the essential mission of promoting a positive human relation's atmosphere. Every person has a right to compete for advancement based upon his or her individual abilities and merit, irrespective of skin color, ethnic background, religious faith, or gender. We must guarantee that our equal opportunity program remains a fundamental part of our vision.
3. Military personnel, family members, and Department of the Army civilians have the right to present their complaints to the command without fear of intimidation, reprisal, or harassment. Every member of the chain of command will ensure that all complainants are protected from reprisal or retaliation. Commanders will take immediate action to conduct a thorough and fair investigation and to deal with the incident appropriately.
4. I encourage the processing of equal opportunity complaints through the chain of command; however, other channels are also available. Commanders will ensure that military personnel and their family members are aware of alternate reporting channels, including higher echelons in the chain of command, equal opportunity advisors, inspectors general, chaplains, provost marshals, medical agencies, staff judge advocates, and housing referral offices.
5. Commanders, agencies, and complainants will follow the procedures outlined in AR 600-20, Army Command Policy, chapter 6, when filing equal opportunity complaints. Anyone needing assistance in filing an equal opportunity complaint may contact the USANATO, Equal Opportunity Office at DSN 423-3030.


COLBY M. BROADWATER III
Lieutenant General, U.S. Army
Commanding General

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